



U.S. Department of Defense – All Military Departments

Strategic Area 2.1: K-12 EDUCATION – Science, Technology, Engineering and Mathematics (STEM)

Objective 2.1.a. Data, Funding and Programs – Grant opportunities, programs, or initiatives that benefit Hispanic students in STEM education and/or increase the participation of Hispanic students in STEM programs and education.

Objective 2.1.b: Communication and Outreach – Information on how the agency conducts outreach to the Hispanic community.

Department of Defense – Army

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>1. Army Educational Outreach Program (AEOP) The purpose of the AEOP, which is an umbrella program that has several K-12 components, is to advance STEM education and literacy. Leveraging its most valuable assets – world-class scientists and engineers and research facilities – AEOP offers our nation’s youth from all social and economic backgrounds and teachers a collaborative, cohesive portfolio of opportunities that effectively engage future workforce generations in meaningful, real-world STEM experiences, competitions and paid internships, while also engaging with Army-sponsored mentors. The programs outlined are intended to reach students from</p>	Ongoing	38,125	Varies by program; 8% of those that responded self-identified as Hispanic or Latino. The program goal for FY15 was to get closer to the percentage national percentage, which currently is 18%	~\$9.5M	Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil	<ul style="list-style-type: none"> • Priority 1: STEM Literate Citizenry. Broaden, deepen, and diversify pool of STEM talent in support of our defense industry base. • Priority 2: STEM Savvy Educators. Support and empower educators with unique Army research and technology resources. • Priority 3: Sustainable Infrastructure. Develop and implement a cohesive, coordinated, and sustainable STEM education outreach infrastructure across the Army. <p>Comprehensive evaluation reports for each program, as well as how the entire portfolio meets the Army’s goals and objectives, can be found at http://www.usaeop.com/about/our-impact/.</p>



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underserved and underrepresented populations, including Hispanic and Latino populations; however a more comprehensive listing of all of the AEOP the programs can be found on the AEOP website, w.usaeop.com .						



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<p>2. AEOP / STEM Strategic Outreach and Partnership Grant. AEOP provides partnership grants to build mutually beneficial relationships with community-serving organizations and technical associations with STEM goals, specifically serving students from underserved populations and military dependents. These grants serve to connect students that meet the AEOP's definition of underserved with existing programs to support a holistic approach to developing STEM confidence, capabilities, and opportunities for students underrepresented in STEM competitive experiences.</p> <p>More details on the program and application process are available at http://www.usaeop.com/wp-content/uploads/2015/12/AEOP-Strategic-Outreach-Initiatives-RFI-DEC-2015-FINAL.pdf.</p> <p>http://www.stemx.us/2016/05/partnership-grant-available-with-army-education-outreach-program/</p>	The next Request for Information (RFI) will be posted in August 2016 and available on the AEOP website.	Data will be available in FY17.	Data will be available next year.	\$750K total for FY15	Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil	Expected outcomes are strong partnerships with community organizations that serve populations of underserved and underrepresented students, as well as a growth in underserved and underrepresented participants in Army programs.
<p>3. AEOP / UNITE, serving 9th-12th grade. UNITE is a 4-6-week, pre-collegiate summer experience for talented high</p>	Feb-May: Student application period	286	13% of those that responded self-	\$320,000 for FY15	Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil	<p>a. Effectively show participants the real-world applications of math and science.</p> <p>b. Raise participant confidence in the ability to participate in engineering activities.</p>



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<p>school students from groups historically underrepresented and underserved in STEM. Held at higher education institutions across the country, UNITE encourages students to pursue college majors and careers in engineering and other STEM-related fields through a program of focused hands-on rigorous academics, enrichment, and career exploration.</p> <p>More details on the program and application process are available at: http://www.usaeop.com/programs/stem-enrichment-activities/unite/.</p>	<p>Mar-May: Students selected and notified Jun-Aug: Programs executed (site dates vary by location).</p>		<p>identified as Hispanic or Latino.</p> <p>More than half of the 16 colleges/universities participating in 2016 are identified as MSIs.</p>			<ul style="list-style-type: none"> c. Inspire participants to consider engineering majors in college. d. Remove social barriers and negative attitudes about engineering. e. Promote collaboration and problem-solving in a team environment. f. Expose participants to STEM careers in the Army and DoD. g. Increase the number of STEM graduates to fill the projected shortfall of scientists and engineers in national and DoD careers. <p>Comprehensive evaluation of the program can be found at: http://www.usaeop.com/wp-content/uploads/2015/07/2014-UNITE-Evaluation-Report.pdf</p>
<p>4. AEOP / Research Engineering and Apprenticeship Program (REAP), serving 9th – 12th grade. REAP is a summer STEM program that places talented high school students from groups historically underrepresented and underserved in STEM, including alumni of the AEOP's UNITE program, in research apprenticeships at area colleges and universities. REAP apprentices work under the direct supervision of a mentor on a hands-on research projects. REAP apprentices are exposed to the real world of research, they gain valuable mentorship, and</p>	<p>General program milestones: Jan – student application portal opens Apr 30 – Student applications are due Apr-Jun – Students are selected and notified Jul – Students participate in REAP (dates vary by site)</p>	101	<p>20% of those that responded self-identified as Hispanic or Latino.</p> <p>About 1/3 (14) of the 43 currently participating colleges/universities are identified as MSIs.</p>	\$323,632	<p>Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil</p>	<ul style="list-style-type: none"> a. Motivate students toward a career in STEM. b. Provide participants with mentorship from a scientist or engineer for professional and academic development purposes. c. Develop participants' skills to prepare them for competitive entry into science and engineering undergraduate programs d. Introduce students to the real world of research in these fields.



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<p>they learn about education and career opportunities in STEM. REAP apprenticeships are 5-8 weeks in length (minimum of 200 hours) and apprentices receive a stipend.</p> <p>More details on the program and application process are available at http://www.usaeop.com/programs/apprenticeships/reap/.</p>						
<p>5. eCYBERMISSION Mini-Grants: These mini-grants support teachers and their schools to expand STEM-based community projects in their classrooms. Grant recipients can also use the money for professional development or to purchase classroom materials and equipment. http://www.ecybermission.com/files/2014-2015%20eCM%20Minigrant%20Information.pdf</p>	<p>Open June until 22 October 2014</p>	<p>Subset of the eCYBERMISSION program available nationwide.</p>	<p>This program targets schools with a large percentage of students who participate in free or reduced lunch programs.</p> <p>Of the 917 students who completed a survey 73 (8.0%) self-identified as Hispanic or Latino</p>	<p>\$182,419</p>	<p>Ms. Andrea Simmons Army Educational Outreach Program (703) 697.0505 Andrea.e.simmons.ctr@mail.mil</p> <p>Ms. Sue Whitsett National Science Teachers Association Director of Army Educational Outreach Programs (703)312.9360 swhitsett@nsta.org</p>	<p>a. Encourage continued research.</p> <p>b. Provide teachers with funding to support continued research.</p>



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6. Junior Reserve Officers' Training Corps (JROTC) http://www.njrotc.navy.mil/ http://www.mcjrotc.marines.mil/ http://www.usarmyjrotc.com/ MyCollegeOptions.org	Ongoing	~312,000	Approx. 61,000 (an estimated 19.5% of JROTC participants are Hispanic)	\$203M in FY15	Mr. Lin H. St. Clair (703)695-4423 linden.h.stclair.civ@mail.mil	Improved graduation rates (about 94% vs 83% nationally) JROTC provides college prep through College Options Foundation and MyCollegeOptions.org. <ol style="list-style-type: none"> a. Over the last 4 years, 314,894 JROTC high school students were provided free college-bound software, scholarships, SAT and ACT test preparation, individual coaching and training on the college-bound process. b. Of these students, 72,652 (23%) are identified as Hispanic. c. Connects each student with an average of eight junior colleges and/or 4-year colleges and universities, based on student educational desires and interests, utilizing the College Matching Service. Typically, admissions officers from each of these schools reach out to each student with college admissions advice, scholarships, financial aid planning and opportunities to attend university events and tours.



Department of Defense - Air Force

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. The Air Force (AF) conducted K-12 STEM outreach programs across 30 locations, providing ~2,000 events, including hands-on opportunities and competitions.	Throughout the fiscal year.	Over 180,000 in FY15	Agency does not collect demographic data	Varies based on local program initiatives	Richard Baker richard.baker.1@us.af.mil 937-656-4868	AF K-12 outreach increases interest in STEM careers and education, as well as AF careers. A primary goal of these programs is to positively impact underrepresented populations.
2. CyberPatriot National Youth Cyber Education Program, hosted by non-profit (501)(c)(3) Air Force Association (AFA) with support from the Office of the Secretary of Defense, the Department of Homeland Security, and industry. https://www.uscyberpatriot.org/	Ongoing. Competition begins each Fall, continues to Spring of the following year. AFA CyberCamps in summer, Elementary School Program all year.	Approx. 18,000 students served each year.	Approx. 18% Hispanic participation with strong participation in all 50 States	Limited and based on proposal budget	Bernard Skoch b.skoch@uscyberpatriot.org 703-247-5806	Strong attraction to STEM education and careers demonstrated by assessments. <ul style="list-style-type: none"> a. 86% in STEM fields in career and technical education/higher education vs 14% national baseline. b. 87% attribute STEM choices to participation in CyberPatriot program.
3. StellarXplorers (STLX), National High School Space Competition. http://www.stellarxplorers.org/ (STLX II, Pilot National Deployment)	Ongoing Each competition (academic) year – registration closes in Fall with competitions in the Winter/Spring	STLX II: 27 teams of 4-6 students, each STLX III: open registration, nationwide	STLX II: three teams from South Central Los Angeles STLX III: open to all high school age students	AF STEM: \$60K	Stephen K Gourley stephen.k.gourley@gmail.com 720.253.3474	<ul style="list-style-type: none"> a. Stimulate interest in STEM. b. Educate on space systems engineering. c. Expose students to educational and career possibilities. d. Facilitate scholarships, internships.



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4. 2015 Great Minds in STEM (GMiS) Hispanic Engineer National Achievement Awards Corporation (HENAAC) Annual Conference. Space and Missiles Systems Center SES, keynote speaker for the Future STEM Leaders Luncheon. http://www.greatmindsinstem.org/college/henaac-scholarship-program	Annual	250-300 K-12 students from the Hispanic community	250-300 K-12 students from the Hispanic community	N/A	AF/A1V, Diversity & Inclusion Division DSN: 224-6884 Comm: (703) 614-6884	The Future STEM Leader's Luncheon honors underrepresented undergraduate student leaders pursuing a STEM degree at one of our nation's military academies and contributes to the AF's diversity and inclusion outreach efforts.
5. AFRL La Luz Academy: Mission to Mars. Students work in teams to plan and carry out a simulated manned mission to Mars. http://www.afrlnewmexico.com/afri-la-luz/	Annual Recruit teachers in August each year and conduct culminating student event in April/May	~1000 5 th grade students directly involved	~500 Hispanics Participating teachers report student ethnicity demographics	Provided through AFRL New Mexico	Ronda Cole (505) 846-8042 ronda.cole.ctr@us.af.mil	Increase student interest in and knowledge of STEM content, applications, and careers.
6. AFRL La Luz Academy: DoD STARBASE NM Students attend five 5-hour classroom sessions at Kirtland AFB that focus on the national DoD STARBASE program curriculum. http://www.afrlnewmexico.com/afri-la-luz/	Annual Recruit teachers in the Spring each year and conduct classroom sessions in the Fall and Spring semester of the following school year.	~900 5 th grade students directly involved	~500 Hispanics Participating teachers report student ethnicity demographics	Provided through Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs	Esti Gutierrez (505) 853-8110 estike.gutierrez.ctr@us.af.mil	Increase student interest in and knowledge of STEM content, applications, and careers.



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<p>7. AFRL La Luz Academy: TECH Mission</p> <p>Students attend three 5-hour classroom sessions at Kirtland AFB that focus on model rocketry (Fall curriculum) or satellite technology (Spring curriculum).</p>	<p>Annual</p> <p>Recruit teachers in the Spring each year and conduct classroom sessions in the Fall and Spring semester of the following school year.</p>	~350 middle school students directly involved	<p>~190 Hispanics</p> <p>Participating teachers report student ethnicity demographics</p>	<p>Provided through AFRL NM</p>	<p>Ronda Cole (505) 846-8042 ronda.cole.ctr@us.af.mil</p>	<p>Increase student interest in and knowledge of STEM content, applications, and careers.</p>
<p>8. AFRL La Luz Academy: Robotics Challenge</p> <p>Students work in teams to build and program a robot that will complete various tasks at the culminating Robotics Expo event in the Spring.</p>	<p>Annual</p> <p>Recruit teachers in August each year and conduct culminating student event in April/May</p>	~200 middle school students directly involved	<p>~100 Hispanics</p> <p>Participating teachers report student ethnicity demographics</p>	<p>Provided through AFRL New Mexico</p>	<p>Ronda Cole (505) 846-8042 ronda.cole.ctr@us.af.mil</p>	<p>Increase student interest in and knowledge of STEM content, applications, and careers.</p>
<p>9. AFRL La Luz Academy: STEM Challenge</p> <p>Students work in teams to design, build, and test a launching device and egg payload device they will compete at the culminating STEM Challenge Symposium event in the Spring.</p>	<p>Annual</p> <p>Recruit teachers in August each year and conduct culminating student event in April/May</p>	~200 high school students directly involved	<p>~100 Hispanics</p> <p>Participating teachers report student ethnicity demographics</p>	<p>Provided through AFRL New Mexico</p>	<p>Ronda Cole (505) 846-8042 ronda.cole.ctr@us.af.mil</p>	<p>Increase student interest in and knowledge of STEM content, applications, and careers</p>



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10. Middle School Cybersecurity Curriculum and Weekend Clinics and Camps with the goal of cybersecurity knowledge and preparation for CyberPatriot competition. CyberTexas has been a grant recipient since 2014. https://www.uscyberpatriot.org/	Year round Classroom delivery - Fall and Spring Semesters. Clinics – June through March	Classroom – 600 Clinics – 1350 Competition – 450	Classroom – 75% = 450 Clinics – 75% = 1010 Competition – 75% = 335	Limited, based on availability	Mr. Joe Sanchez (210) 386-3753 jsanchez@cybertexas.org Mr. Chris Cook 210 445-2560 ccook@cybertexas.org	a. Provide cybersecurity knowledge to individuals, as well as prepare teams for cyber competitions. b. Increase STEM awareness and engagement beginning in middle school.
11. High School Cybersecurity Curriculum and Weekend Clinics and Camps with the goal of cybersecurity knowledge and preparation for CyberPatriot competition. CyberTexas has been a grant recipient since 2014. https://www.uscyberpatriot.org/	Year round Classroom delivery - Fall and Spring Semesters. Clinics – June through March	Classroom – 750 Clinics – 1000 Competition – 1200	Classroom – 60% = 450 Clinics – 60% = 600 Competition – 60% = 720	Limited, based on availability	Mr. Joe Sanchez (210) 386-3753 jsanchez@cybertexas.org Mr. Chris Cook 210 445-2560 ccook@cybertexas.org	a. Provide cybersecurity knowledge to individuals, as well as prepare teams for cyber competitions. b. Increase STEM awareness and engagement through high school.
12. University of Texas – San Antonio Pre-Freshman Engineering Program (PREP) provides a challenging mathematics-based academic program to prepare and increase the number of middle and high school students, especially minorities with a focus on Hispanic students, who will pursue careers in STEM fields. PREP serves a majority of Hispanic students within the San Antonio region. PREP was a grant recipient in 2015. http://www.prep-usa.org/portal/saprep	Ongoing Summer program. Each session is 7 weeks long. Request funds in January/February with program conducted in June and July	In 2015, 1,637 middle and high school students enrolled.	In the 2015 PREP program, 1103 students were Hispanic. PREP traditionally serves a majority of Hispanic students.	Support comes from local, State, and national public and private sectors, including public colleges/universities, school districts, and individual contributo	Dr. Raul (Rudy) Reyna (210) 241-7811 Rudy.Reyna@utsa.edu	a. Of former PREP participants, 88% attended or graduated college, 72% are members of minority groups with the majority of them being Hispanic, 54% graduated from college, and 44% of PREP participants who graduated from college majored in STEM fields. b. PREP also has a 92% retention rate, and many universities provide scholarships specifically to PREP graduates.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
				rs. Number served is based on funding availability.		
13. Texas A&M International University (TAMIU) STEM Alliance is a 4-day event held every year to encourage minority students about STEM fields and the job opportunities in those fields. Includes one day of professional development for STEM teachers, coordinators, and department heads from area middle and high schools. In addition, a STEM speaker is sought to give a motivational talk either on Thursday or Friday of the week.	Annually- 4-day event	500 middle and high school students exposed to activities and exhibitions.	All	Based on the extent of sponsorships	Dr. Pablo Arenaz, Provost and Vice President for Academic Affairs Professor of Biology Texas A&M International University E-mail: pablo.arenaz@tamiu.edu Phone: 956.326.2240 Fax: 956.326.2239 Location: Killam Library 329	<ul style="list-style-type: none"> a. To increase the awareness of middle school and high school students about STEM related fields. b. To encourage students to pursue STEM studies and careers upon graduation.
14. OteroSTEM and AF STEM Outreach supporting FIRST Robotics team creation, development, and strengthening ongoing participation http://oteroSTEM.org/ https://www.afstem.afciviliancareers.com/	Ongoing with competitions each year. Funding Fall through Spring	~15 K-5 th grade teams, 1 First Team Challenge team (grades 6-8) and 1 First Robotics Competition team (grades 9-12). Approx. 90 participants	37% of Alamogordo Public School student body is Hispanic	Includes National Defense Education Program, The Boeing Company and other local sponsors for funding	Tony Schauer/96 th Test Group, Holloman AFB, DSN 349-2659 Fred Stong/OteroSTEM (425) 337-8925 sasec.indus@gmail.com	<ul style="list-style-type: none"> a. OteroSTEM.org is an effort by the Holloman American Institute of Aeronautics and Astronautics chapter and Alamogordo community to provide creative ways for kids in Otero County to get excited about math and science. OteroSTEM.org is also the home of the Alamogordo FIRST™ LEGO League. b. The sequence of FIRST programs in the United States begins with the Junior FIRST® LEGO® League program serving elementary school-aged youth



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contract	Performance Outcomes <i>(Goals/Objectives)</i>
		of which 24.3% are Hispanic				<p>(ages 6-9), followed by the FIRST® LEGO® League (FLL®) program serving primarily middle school-aged youth (ages 9-14), the FIRST® Tech Challenge (FTC®) serving grades 7-12, and FIRST® Robotics Competition (FRC®), serving high school- aged youth (grades 9-12).</p> <p>c. In 2013, FIRST reported that over 314,000 young people participated in its programs on more than 29,000 teams and competing in nearly 1,400 tournaments worldwide.</p>



Strategic Area 2.4: K-12 EDUCATION – College Access

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes <i>(Goals/Objectives)</i>
Reserve Officers' Training Corps offers tuition assistance to help pay for college and, after graduation and upon completion of ROTC, each member who enters active duty is awarded an officer rank. http://www.rotc.com/	Ongoing	See website	See website		http://todaysmilitary.com/ Army ROTC Navy and Marine Corps ROTC Air Force ROTC	<ol style="list-style-type: none"> a. Develop leadership skills. b. Place personnel in career areas that utilize specific interests, training and skills. c. Enhance the college experience.



Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.a: Data, Funding and Programs – Identify grant opportunities, programs, and any activities, initiatives, or resources that support either job training or educational activities leading to degrees and certificates, including provision of grants and scholarships.

Objective 3.1.b: Internships and Fellowships - Identify internship and fellowship opportunities available to students, including Hispanic students.

Department of Defense – All Military Departments

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. DoD Multidisciplinary University Research Initiative (MURI). http://www.onr.navy.mil/Science-Technology/Directorates/office-research-discovery-invention/Sponsored-Research/University-Research-Initiatives/MURI.aspx http://www.arl.army.mil/www/default.cfm?page=472	Annual solicitation	U.S. institutions of higher education	Data for population groups is not collected	Individual awards: \$1M-\$2.5M per year for up to 5 years	Contact information for program officers in each technical area are listed in Broad Agency Announcements on Grants.gov.	a. Support basic research in science and engineering that is relevant to the DoD mission. b. Focus on multidisciplinary research teams.
2. DoD Defense University Research Instrumentation Program (DURIP). http://www.onr.navy.mil/Science-Technology/Directorates/office-research-discovery-invention/Sponsored-Research/University-Research-Initiatives/DURIP.aspx	Annual solicitation	U.S. institutions of higher education	Data for population groups is not collected	Individual awards: \$50K-\$1.5M	Contact information for program officers in each technical area are listed in Broad Agency Announcements on Grants.gov.	University acquisition of major equipment to augment current, or develop new, research capabilities to support research in technical areas of interest to DoD.



Department of Defense – Assistant Secretary of Defense for Research and Engineering (ASD(R&E)), Research Directorate/Basic Research Office

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>1. DoD HBCU/MI Research and Education Program (REP)</p> <p>http://www.arl.army.mil/www/pages/8/FY2015_DoD_HBCUMI_BAA_Research_Education_No_v2015.pdf</p>	Annual Solicitation	HBCUs and MSIs	Hispanic-Serving Institutions (HSIs) as defined by U.S. Department of Education are encouraged to submit applications for grant awards.	FY2015 DoD REP awarded 45 grants, totaling \$23.8 million.	Mrs. Evelyn Kent DoD HBCU/MI Program Manager (571)372.6546 Evelyn.W.Kent.civ@mail.mil	Increase capability of these institutions to provide STEM education and to compete in defense research programs
<p>2. Science, Mathematics, and Research for Transformation (SMART) Scholarship Program is a scholarship-for-service program designed to produce the next generation DoD S&T Leaders. smart.asee.org</p> <p>Upon graduation, SMART award recipients are placed in civilian jobs in DoD Laboratories and Agencies.</p>	Annual	<p>Open to all US Citizens who are at least 18 years of age.</p> <p>Applicants for undergraduate awards must be currently enrolled in a U.S. college or university.</p> <p>Applicants must have a GPA of 3.0</p>	2015 Cohort – 9 Scholarships out of 207 (4.35%) were awarded to students attending HSIs	<p>Individual scholarships</p> <p>Stipends of \$25,000-\$38,000/yr. depending on educational experience</p> <p>Full tuition and related education expenses</p> <p>Health insurance</p>	<p>Chris Deckard SMART Program Manager OUSD(AT&L) 4800 Mark Center Dr., Room 17C08 Alexandria, VA 22350 (571)372-6487 christina.j.deckard.civ@mail.mil</p>	Improve the flow of new, highly skilled technical personnel into DoD facilities and Agencies, while enhancing the technical skills of the workforce already in place.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
		<p>on a 4.0 scale.</p> <p>Applicants must be pursuing a degree in, or closely related to, one of the approved STEM disciplines, with an interest in research.</p> <p>Awardee must be eligible to receive and hold a security clearance.</p> <p>Post-degree service commitment is commensurate with the length of the scholarship award.</p>		<p>allowance</p> <p>Book allowance</p> <p>Summer internships (multi-year participants)</p> <p>FY 2015 Program funding</p> <p>\$36.0 million</p>		



Department of Defense - Army

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Army National Guard (ARNG). Direct mailing with an education benefits message. http://www.nationalguard.com/	Summer 2015	8.44M high school juniors and seniors	~15% of mailings were sent to Hispanic students	N/A	MAJ Mark Burns (703)607-3916, mark.a.burns30@mail.mil Retired Temp POC: MAJ Carol Stahl ARNG Recruiting and Retention Division 703-607-0959	Over 20% of responders were Hispanic.
2. ARNG Hispanic Accessions.	1 Oct 14 – 30 Jun 15		4,156 (10.49%) YTD Hispanic enlisted accessions	N/A	Temp POC: MAJ Carol Stahl ARNG Recruiting and Retention Division 703-607-0959	The diversity event and advertising campaigns have assisted with over a 3% increase of Hispanic enlistments in the ARNG over the past 14 years.
3. AEOP/Army Apprentice Programs, serving students from 9 th grade through college. The Army offers paid real-world STEM experiences through different avenues, based on location and experience, using the AEOP Apprenticeship Programs. Each program provides students with a paid one-on-one mentorship experience with an experienced scientist or engineering working	Varies by program and location. Details are available at the EOP website.	SEAP: 633 applicants / 92 student participants CQL: 507 applicants / 394 student participants HSAP: 267 applicants / 49 student	SEAP 18 or 3% CQL 14 or 4% HSAP 28 or 10% URAP 13 or 12%	\$4,877,596	Andrea Simmons (703)617.0202 Andrea.e.simmons.ctr@mail.mil	Program Goals a. Acquaint qualified high school students with the activities of DoD Laboratories through summer research and engineering experiences. b. Provide students with opportunities in, and exposure to, scientific and engineering practices and personnel not available in their school environment. c. Expose students to DoD research and engineering activities and goals in a way that encourages a positive image and



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<p>on some of the toughest scientific challenges our nation faces. High school and college students who are local to an Army research facility can apply to the Science and Engineering Apprentice Program (SEAP) or the College Qualified Leaders (CQL) program, which places students in an Army research Center or Laboratory. SEAP apprenticeships are open to US citizens and US permanent legal residents. (NOTE: sites are restricted to US citizens due to security guidelines.)</p> <p>High School and college students also can apply to an apprenticeship program working alongside Army Principle Investigators at a college or university through the High School Apprenticeship Program (HSAP) or the University Research Apprentice Program (URAP). For more details on the program and application process, see</p> <p>http://www.usaeop.com/programs/</p>		<p>participants</p> <p>URAP: 104 applicants / 48 student participants</p>				<p>supportive attitude toward our defense community.</p> <p>d. Establish a pool of students preparing for careers in science and engineering with a view toward potential government service.</p> <p>e. Prepare students to serve as positive role models for their peers thereby encouraging other high school students to take more science and math courses.</p> <p>f. Involve a larger percentage of students from previously underrepresented segments of our population, such as women, African-Americans, and Hispanics, in pursuing science and engineering careers.</p> <p>Comprehensive evaluation of the program can be found at (2015 evaluations will be available in April):</p> <p>http://www.usaeop.com/about/our-impact/</p>



Department of Defense (DoD) / Navy

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Navy participated in the Association of Naval Services Officers (ANSO) annual symposium. ANSO serves as the acknowledged leader for recruiting and retaining Hispanic Officers, Enlisted, and Civilian personnel in the Sea Services. http://www.ansomil.org/	8 September 2015	100 +	100 Navy, Marine Corps, Coast Guard, and civilian DoD personnel served	\$1,900	CDR Jon Wilson (703) 604-5082 Charles.j.wilson@navy.mil	Attendees received professional development training, leadership, mentorship, and networking opportunities.



Department of Defense – Air Force

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Research Interests of the Air Force Office of Scientific Research (AFOSR) General Broad Agency Announcement. http://afrl.dodlive.mil/about/	Annual solicitation	Applicants from academia and industry are eligible to submit proposals.	AFOSR does not collect information by population group.	Research Grants: Variable	Contact information for program officers in each technical area are listed in Broad Agency Announcements on Grants.gov.	a. Foster and fund research to ensure the transition of research results to support U.S. Air Force needs. b. Acquisition of major equipment by U.S institutions of higher education to augment current, or develop new, research capabilities to support research in technical areas of interest to the DoD.
2. Air Force – University Centers of Excellence.	As appropriate	U.S. educational institutions are eligible for awards	FY15: 1 HSI	Individual awards vary, \$1.2M to HSI in FY15	Contact information for Centers of Excellence Broad Agency Announcements is included in the solicitation on Grants.gov	a. Perform research in high priority Air Force interest areas. b. Strengthen Air Force Research Laboratory (AFRL) in-house technical capabilities by providing frequent substantive professional interchanges between AFRL and university personnel. c. Educate students within the US in vital technology areas.
3. Air Force/National Research Council - Resident Research Associateship (USAF/NRC-RRA) Program. http://www.wpafb.af.mil/library/factsheets/factsheet.asp?id=9378	Application deadlines: November 1, February 1, May 1, and August 1	U.S. citizens and permanent resident postdoctoral researchers	Data not available	Individual awards vary based on number of years of experience after earning Ph.D.	Ms. Ellen D. Montgomery (703) 588-8527 Email: usaf.nrc.rra@afosr.af.mil Program website: http://www.national-academies.org/rap	a. Provide researchers opportunities to solve problems, largely of their own choice, that are compatible with the interests of the hosting Air Force Laboratories. b. Contribute to the overall efforts of Air Force Laboratories.
4. Air Force Summer Faculty Fellowship Program (SFFP). http://afsffp.sysplus.com/	Annual	U.S. citizens and permanent residents who hold a full-time appointment at a U.S.	FY15: 8 faculty and 3 students from HSIs	Stipend varies based on position/status and term of appointment	Mr. Raheem Lawal (703) 696-7313 Email: usaf.sffp@afosr.af.mil Program website: http://afsffp.sysplus.com/	a. Stimulate professional relationships among SFFP fellows and the scientists and engineers in AFRL Technical Directorates and other Air Force research facilities. b. Elevate the awareness in the U.S. academic community of Air Force research needs and foster continued research at SFFP fellows' institutions.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
		institution of higher education and their students				c. Provide the faculty opportunities to perform high-quality research at AFRL Technical Directorates and other Air Force research facilities.
5. AFRL S&E Pathways. https://teamafrl.afciviliancareers.com/opportunities https://teamafrl.afciviliancareers.com/opportunities/science-engineering-professionals	Annual	U.S. citizens from accredited institutions/universities		Varied by position and location	HQ AFRL/DP Recruiting Ms. Ellen D. Montgomery (703) 588-8527 Email: usaf.nrc.rra@afosr.af.mil	Provide students opportunity to gain valuable experience in a STEM discipline.
6. Society of Hispanic Professional Engineers (SHPE) Conference http://shpe.org/shpe2016/	Annual	Students and professional members of SHPE	Data not available	N/A	AF/A1V, Diversity & Inclusion Division DSN: 224-6884 Comm: (703) 614-6884 Bryan Stevens 937-255-3493 Bryan.stevens@us.af.mil	a. Attendance at the SHPE annual conference to promote STEM opportunities (civilian and military) within the Air Force. b. Increase science and engineering diversity.
7. Hispanic Engineer National Achievement Awards Corporation (HENAAC). http://www.greatmindsinstem.org/professionals/henaac-awards	Annual	Professionals/students that attend HENAAC	Data not available	N/A	AF/A1V, Diversity & Inclusion Division DSN: 224-6884 Comm: (703) 614-6884 Bryan Stevens 937-255-3493 Bryan.stevens@us.af.mil	a. Attendance at the HENAAC annual conference to promote STEM opportunities (civilian and military) within the Air Force. b. Increase science and engineering diversity.
8. AFRL Enterprise University Program. http://afrl.dodlive.mil/about/	Annual	All universities that include an Hispanic population	Data not available	N/A	Jose Camberos 937-904-4757 Jose.camberos@us.af.mil	Inform students about AFRL and the opportunities available.



Department of Defense – Defense Threat Reduction Agency (DTRA)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>1. DTRA Basic Research Broad Agency Announcement (BRBAA): an annual competitive solicitation for grants, combines basic research needs of DTRA and the Joint Science and Technology Office for Chemical and Biological Defense (JSTO-CBD) that seeks to identify, adopt, and adapt emerging and revolutionary sciences that may demonstrate high payoff potential to c-WMD threats.</p> <p>http://www.dtra.mil/Research/Basic-and-Applied-Science-Department/Research-Funding-Opportunities/</p> <p>http://www.dtra.mil/Research/Basic-and-Applied-Science-Department</p>	Ongoing	Open nationally	<p>Individual HSI demographic data not available</p> <p>“Subject to Availability of Funds” award to University of Texas at San Antonio (identified as an HSI)</p>	<p>Up to \$150,000 per year per grant for single PI awards; up to \$350,000 per year per grant for multi-institutional or multi-disciplinary awards.</p> <p>The Subject to Availability of Funds award is for \$100,000 per year for 2 years.</p> <p>Fiscal year budgets vary.</p>	<p>Robert A. Kehlet 703-767-3001 Robert.a.kehlet.civ@mail.mil</p>	<p>The DTRA Basic Research program funds relevant basic research at accredited colleges, universities, and institutions of higher learning, and provides support via the research for educating future scientists, technologists and engineers in the field of Countering Weapons of Mass Destruction (c-WMD).</p>



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>2. DTRA Fundamental Research Broad Agency Announcement: a competitive solicitation for grants and contracts that solicits ideas and topic-based white papers/proposals for long-term challenges that offer a significant contribution to the current body of knowledge, the understanding of phenomena and observable facts, significantly advance technology, new concepts for technology application, or that may have impact on future c-WMD threat reduction, expertise or capabilities. A portion of this effort is expected to be devoted to STEM education programs with a c-WMD focus.</p> <p>http://www.dtra.mil/Research/Basic-and-Applied-Science-Department/Research-Funding-Opportunities/</p>	Ongoing	Open nationally	There are no current awards to institutions designated as HSI	Limited and varies per year	Robert A. Kehlet 703-767-3001 Robert.a.kehlet.civ@mail.mil	The DTRA Fundamental Research program funds relevant basic and applied research at accredited colleges, universities or institutions of higher learning and provides support via the research for educating future scientists, technologists and engineers in the field of Countering Weapons of Mass Destruction (c-WMD).
<p>3. DTRA Post-Doctoral Scholarship Program.</p> <p>https://ist.psu.edu/research/news/announcement-post-doctoral-research-fellowship-program-1</p>	2013-2018	<p>Open to all U.S. Citizens.</p> <p>Must have a doctoral degree from an accredited institution of higher learning</p> <p>Must be able to receive and</p>	Individual HSI demographic data is not available	Scholar is a contract employee of Pennsylvania State University with DTRA duty station Annual salary/benefits: \$83,664, including	Robert A. Kehlet 703-767-3001 Robert.a.kehlet.civ@mail.mil	<p>a. The DTRA Post-Doctoral Scholarship program offers opportunities to provide critical scientific, technology, and engineering needs to support DTRA's mission to reduce the threat posed by WMDs.</p> <p>b. Scholars add depth and breadth to the DTRA basic research skill pool and obtain practical experience with the solicitation, award, and execution of grants (processes and management).</p>



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
		hold a security clearance Term is 1 year with two 1 year options		\$1,000/mo. living allowance, \$6,000 domestic travel allowance, 20 days of PTO		

Department of Defense – Missile Defense Agency (MDA)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Missile Defense Science Technology Advanced Research (MSTAR). http://www.mda.mil/business/university_engagement.html https://www.fbo.gov/index?s=opportunity&mode=form&id=a21cf5dc35235005964dfbc257222ab0&tab=core&_cview=0 Advanced Technology Innovation (ATI). https://www.fbo.gov/index?s=opportunity&mode=form&id=5567ae4e02b98f91e9de65b675b1a141&tab=core&_cview=0	Annual solicitations	Open to all institutions of higher education	Agency does not collect demographic data	\$1.2M	Mr. John James 571-231-8025 john.h.james@mda.mil	MDA awarded two multi-year research contracts at \$600K each, one of which was to an HSI (University of Texas-El Paso).



Department of Defense - National Geospatial-Intelligence Agency (NGA)

Strategic Activity	Timeframe	Total Population Served	Hispanics Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>NGA Academic Research Program Broad Agency Announcement: NGA University Research Initiative (NURI), HBCU/MI, STEM, POSTDOC, and New Investigator grant categories</p> <p>https://www.nga.mil/Partners/ResearchandGrants/Pages/AcademicResearchProgram.aspx</p>	Open until 30 Sep 2017	U.S. academic institutions (including U.S. territories), research hospitals associated with universities and non-profit organizations are eligible.	FY15 active grants: New Mexico State University, Texas A&M University – Kingsville, and the University of California at Riverside	Research Grants: Funding range from \$75K to \$150K per year (two base years and up to three option years, maximum 5 years)	Contact information for the program officer is listed in Broad Agency Announcement on Grants.gov. Technical Monitors are assigned to each grant institution.	Grant institutions may conduct research on NGA hard problems, advancing Geospatial Intelligence (GEOINT), student education (including K-12) with faculty and curriculum development in GEOINT or Geospatial Sciences.



Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.c: Workforce Diversity – Activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce.

Department of Defense – Defense Threat Reduction Agency

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Electronic Outreach.	2014-2015	Over 100 MSIs with over 500 Participants	Individual HSI demographic data is not collected	Limited and varies per year	Mr. Carl Brown 703-767-3340 carl.r.brown2.civ@mail.mil	<ul style="list-style-type: none"> a. Each webinar includes a description of open vacancies and detailed hands-on information explaining how to conduct job searches and apply for positions on USAJobs. b. Engagement with HBCU/MSI community has increased by 69% May 2014-Dec 2015.



Department of Defense – Missile Defense Agency (MDA)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Recruitment and Outreach through Campus Visits to Hispanic Serving Institutions.	Fall 2015	~ 1,200	>150 Hispanic individuals through outreach and campus visits to 10 institutions with significant Hispanic populations.	Variable, according to availability of funds.	Mr. John James 571-231-8025 john.h.james@mda.mil	MDA outreach team includes Human Resources Directorate; Office of Equal Opportunity and Diversity; and Advanced Technology Directorate, all collaborating to support recruitment activities and follow-up to campus visits.



Department of Defense - National Geospatial-Intelligence Agency (NGA)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
1. Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). https://sacnas.org/	3 days	3500 students, mentors and professionals	-Agency Awareness -Pipeline -Workforce Development -Mentors at Conversations with Scientists program -3500 students, mentors and professionals	\$10,000	Mr. Dennis T. Walker, NGA Research (571) 557-1916 Dennis.T.Walker@nga.mil	a. Promote NGA and other DoD/Intelligence Community (IC) Agencies as a model employer. b. Support diversity objectives. c. Increase representation of Hispanics in DoD/IC. d. Workforce development.
2. NGA Student Internship and Stokes Scholarship Program https://www.nga.mil/Careers/StudentOpp/Pages/default.aspx	31 August – 10 October 2015 for Summer 2016 Accepting applications through 30 April 2016 for Summer 2017	U.S. citizenship required 18 years of age or older Able to obtain and retain a top secret clearance Maintain 3.0 overall GPA on a 4.0 scale Full time student working towards undergraduate or graduate degree that	Data being tracked but limited availability due to security clearance process	NGA Student Internship Program (NGA Human Development)	Ms. Ursula Barretta (571) 557-2819 Ursula.L.Barretta@nga.mil	a. Recruit, develop, and retain a high-performing diverse workforce. b. Provide structured training that combines formal education, mentoring with diverse assignments, and extensive on-the-job-training all focused on the individual's specific career field.



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes <i>(Goals/Objectives)</i>
		<p>aligns with NGA work roles</p> <p>Commit to at least 10 consecutive weeks of work during summer breaks</p> <p>Stokes benefits include: annual, year round salary; health insurance; life insurance; retirement; up to \$18K per year for tuition, mandatory fees, books, and supplies; full-time employment upon graduation</p>				



Strategic Area 3: POSTSECONDARY EDUCATION AND WORKFORCE DEVELOPMENT/TRAINING

Objective 3.1.c: Workforce Diversity – Activities, investments, outreach and/or recruiting programs intended to diversify the Agency’s workforce.

Department of Defense (DoD) - Civilian Personnel Policy/Defense Civilian Personnel Advisory Service (DCPAS)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
<p>1. Student Training and Academic Recruitment (STAR) Intern Program – STAR Student Interns are hired as on-campus representatives to promote DoD as the “employer of choice” and to market (through peer-to-peer interaction) DoD employment and scholarships opportunities. STAR interns also provide recruitment and outreach activities to professors, dean of departments, alumni, etc.</p> <p>http://godefense.cpms.osd.mil/about_programs.aspx</p> <p>http://godefense.cpms.osd.mil/student_opportunities.aspx</p>	Ongoing program; Student Interns (Ambassadors) work during the academic year.	All U.S. citizens who are interested in a career and/or scholarship opportunity with the DoD.	Currently, four universities participate in the DoD STAR Program; one university, the University of Puerto Rico at Mayaguez is a Hispanic-Serving Institute (HSI).	>\$100K/year	<p>DoD, Defense Civilian Personnel Advisory Service</p> <p>Division Chief, Recruitment Assistance Division Karen S. Hannah 571-372-2164</p> <p>Email for job seekers: DoD.Applicants@mail.mil</p>	<p>a. Enhance the applicant pool of individuals from diverse backgrounds for DoD employment and scholarship opportunities.</p> <p>b. Promote DoD as an “employer of choice” and increase representation of Hispanics in DoD.</p> <p>c. Convert STAR student intern to a Pathways Recent Grads developmental program position upon graduation, if possible.</p>
<p>2. DoD Hiring Heroes Program – assists wounded warriors, transitioning service members, veterans, and military spouses in their search for civilian employment following military service (or during military service timeframe for military</p>	Ongoing program; 6-8 Hiring Heroes Career Fairs are conducted each year at or near a military treatment facility in the	All U.S. citizens who are interested in a career and/or scholarship opportunity	Job seekers are extremely diverse; with Hispanics in the wounded warrior, transitioning service member,	>\$100K/year	<p>DoD, Defense Civilian Personnel Advisory Service</p> <p>Division Chief, Recruitment Assistance Division Karen S. Hannah 571-372-2164</p>	<p>a. Enhance the applicant pool of individuals from diverse backgrounds for DoD employment and scholarship opportunities.</p> <p>b. Promote DoD as an employer of choice and increase</p>



Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
spouses). http://godefense.cpms.osd.mil/about_programs.aspx	U.S. Seven events conducted in FY15.	with the DoD.	veteran, and military spouse population		Email for job seekers: DoD.HiringHeroes@mail.mil	representation of Hispanics in DoD.

Department of Defense - Office of Diversity Management and Equal Opportunity (ODMEO)

Strategic Activity	Timeframe	Total Population Served	Hispanic Students Served	Funding	Point of Contact	Performance Outcomes (Goals/Objectives)
Hispanic Engineer National Achievement Awards Corporation (HENAAC)	4 days	3000 college students and influencers	-Awareness -Pipeline -3000 students and professionals	\$18.5K	Charmane Johnson, OSD/P&R/ODMEO (703)571-9332	a. Promote DoD as a model employer. b. Support diversity objectives. c. Increase representation of Hispanics in DoD STEM positions.